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# FOLIO

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## Board of Governors

The regular monthly meeting of the University's Governors was convened on Friday, 8 February, under the chairmanship of E.B. Allan in Mr. Schlosser's absence. The following matters were among those discussed during the non-confidential portion of the meeting.

### *Policy on Naming Buildings and Facilities*

The Board briefly considered amendments to the current policy governing the nomenclature of University buildings and facilities. Essentially, proposals for the naming of buildings or smaller elements within buildings and centres with the intent to honor people who have contributed to the life of this University, or who are otherwise distinguished, must now be made in accordance with the following procedure.

After an appropriate University group has endorsed a recommendation, that recommendation is to be transmitted to the Vice-President (Planning and Development). The Vice-President will then forward the request, along with his own recommendations, to the Campus Development Committee. This committee, in turn, will submit its own recommendations and those of the Vice-President to the Board Building Committee for action. At that point, the BBC will either decide on the matter itself, should a particular recommendation merely be concerned with identifying the function or use of a facility, or submit its recommendations for approval by the Board, should the request for naming a facility entail the commemoration of a person's contributions.

### THE WINSLOW & CHRISTIAN HAMILTON MEMORIAL SWIMMING POOL

THIS SWIMMING POOL HAS BEEN NAMED IN HONOUR OF A FORMER STUDENT AND STAFF MEMBER OF THE UNIVERSITY OF ALBERTA, AND HIS WIFE.

WINSLOW AND CHRISTIAN HAMILTON WERE KILLED IN AN AEROPLANE CRASH ON MT. SLESSE, B. C., DECEMBER 9, 1956.

IN APPRECIATION OF THEIR CONTRIBUTIONS TO THE COMMUNITY, THE UNIVERSITY, AND THE PROVINCE OF ALBERTA, FUNDS WERE DONATED BY FRIENDS, STUDENTS, AND ALUMNI TO HELP ERECT THIS POOL IN THEIR MEMORY.

### *New Dean for the Faculté Saint-Jean*

Gamila Morcos has been appointed Dean of the Faculté Saint-Jean for a term of five years effective from 1 July 1980.

Currently Dean of the Faculty of Humanities at the bilingual Laurentian University in Sudbury, northern Ontario, Dr. Morcos will succeed Frank McMahon, who plans to continue his studies at the Université de Montréal. Dr. Morcos has studied at the University of Cairo and at Bryn Mawr College in the United States. She holds a doctorate in French literature from the University of Paris (Sorbonne).

Afin de mieux connaître les préoccupations des Franco-Albertains, Mme. Morcos prévoit visiter chacune des régions francophones de la province. De plus, elle espère créer un comité consultatif où siègeraient des représentants de la population franco-albertaine.

Dr. Morcos taught at Ain-

Chams University in Cairo before joining the staff at Laurentian University in 1967. She has served on that institution's Board of Governors and Academic Senate and is a member of a number of academic and professional organizations.

### *History Department Gains New Chairman*

Roderick C. MacLeod has been appointed to the chair of History with a term of office effective from 1 July 1980 for three years.

Dr. MacLeod is a native of Calgary and was raised in Sundre, Alberta. In 1962, he became an alumnus of this University having gained a Bachelor of Arts degree. In 1967, he took an MA at Queen's University and, in 1971, a PhD at Duke University in North Carolina, USA.

First appointed as a Lecturer at this University in 1969, Dr. MacLeod was awarded tenure in July 1973. In 1975, he achieved his present rank of Associate Professor.

Dr. MacLeod has sat on the editorial boards of several historical publications, including the *Prairie Forum*, the *History and Social Science Teacher*, and on the Alberta Records Publication Board. In addition, he is a member of the various University committees as well as several historical societies both in Canada and the United States. He will succeed R.R. Hett, who will take a sabbatical leave for one year before returning to teaching.

### *Other Appointments*

Richard C. Smith has been re-appointed Chairman of the Department of Classics for a three year term, effective 1 July 1980.

Dr. Smith holds baccalaureate degrees in arts and divinity from Austin College and Louisville Presbyterian Seminar. In 1957, he took a master's degree at Kentucky before gaining the PhD at Illinois in 1961. Dr. Smith received his first appointment at this University in 1965 as Assistant Professor and gained tenure in 1968. In 1975, Dr. Smith was appointed to the chair of Classics and he gained his present rank of Professor in 1977. Dr. Smith has served on a number of University committees and on the councils of several professional associations.

Thomas S. Leeson has been re-appointed to the chair of Anatomy at this University. Dr. Leeson will hold this position for two years from 1 July 1980. In 1981-82, a review committee will be established should Dr. Leeson seek a further re-appointment.

Dr. Leeson gained all his degrees at Cambridge University between 1946, when he was awarded the Bachelor of Arts, and 1959, when he gained the designation MD. He first came to The University of Alberta in 1963 at which time he was appointed Professor and Head of the Department of Anatomy. He has served on a wide variety of University, academic, and professional bodies.

### *Academic Program Reviews*

By far the most important matter discussed during the open portion of the Governors' meeting last Friday—at least, for the University as a whole—was a document titled "A Report to GFC on Proposed Terms of Reference for a System of Reviews of Academic Programs." This Report, revised slightly by GFC at its meeting on 28 January when it was discussed at length, is undoubtedly one of the most significant documents to be presented to the University in recent years.

Prepared by a joint committee of Deans' Council and the Academic Development Committee, under the chairmanship of Vice-President Baldwin, the

Report can be viewed as the coming to fruition of a process which first started when it was decided to establish a committee to examine University priorities. Every University academic program will be reviewed during the next few years and, by the provisions outlined in the Report, it is expected that the University community as a whole will be stimulated to inquire into the validity of its offerings to the public and to the furtherance of research.

The Board welcomed the presentation of the Report last Friday and, essentially in one

voice, echoed the all but unanimous approval which it had received at the last regular meeting of GFC—at that meeting only four votes were cast against receiving the Report. At the meeting of the Governors on Friday, 8 February, Vice-President Baldwin described the lengthy process which eventually led to the production of the present Report. It was a demonstration of the Report's validity, according to Dr. Baldwin, that it was so overwhelmingly accepted by GFC. Furthermore, that acceptance also was an illustration of the confidence the University community

has in its President, he said. The Report calls for the establishment of a President's Advisory Committee on Academic Reviews rather than for a wider, more participatory organ. "In depending on the President," it is stated in the Report, the "proposal is perhaps radical in its conservatism."

The Report and the provisions which are contained in it are of critical significance for the future life of this University. It is published in full as a supplement to this issue of *Folio*. □

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## University of Calgary Censured

*The following article is the text of a news release issued by the Canadian Association of University Teachers (CAUT) on 31 January 1980.*

The Canadian Association of University Teachers has imposed the second stage of censure on the Board of Governors of the University of Calgary for its handling of the termination of the appointment of Professor George Abouna, a transplant surgeon. This action was taken by the Academic Freedom and Tenure Committee of the Association, acting on the authority given to it at the Annual CAUT Council meeting in May, 1979 at which the first stage of censure was imposed on the Board of Governors. Under the second stage, information about the censure will be made more widely available. The censure will be advertised in the journals and bulletins of faculty organizations in the United States, the United Kingdom and other Commonwealth countries, Germany and France as well as in scholarly and other publications in which the University is likely to advertise academic vacancies.

In addition to the moral condemnation implicit in a censure, the increased publicity is intended to advise prospective faculty members that, in the view of the CAUT, conditions for the full

protection of academic freedom do not exist at Calgary and to suggest that they make themselves familiar with conditions which do exist before accepting an appointment.

Censure at the third stage, in which faculty members are advised not to accept appointments at the censured university, may be imposed by the CAUT Council after a further period if no progress has been made toward resolution of the issues which led to the censure.

The decision to move to the second stage of censure was taken at the 25-26 January meeting of the Academic Freedom and Tenure Committee because it was clear that meetings and exchanges of correspondence with the Chairman and members of the Board of Governors of the University over the past several months would not lead to a settlement of the dispute. During that time, CAUT formulated and submitted a detailed proposal for settlement. The proposal was rejected by the Board representatives.

The censure was imposed in May, 1979 following an investigation by a CAUT committee of inquiry which found that the Board of Governors improperly denied Dr. Abouna an academic evaluation and terminated his appointment in circumstances which violated his academic free-

dom. The University action came after Foothills Hospital in Calgary, at which Dr. Abouna had research and practice facilities, removed his hospital privileges in 1975 and revoked his appointment to the clinical staff.

Subsequent suits against the Hospital were resolved in Dr. Abouna's favor. Another suit, alleging defamatory comment against the head of the University's Department of Surgery, was resolved by an out-of-court settlement. The comments were withdrawn. Despite these actions, Dr. Abouna was denied reappointment to the University.

The CAUT committee of inquiry found that the so-called "80-20" rule under which academic departments with more than 80 percent of members on probationary or tenured appointments are required to make new appointments only for limited terms denied academic due process to a significant number of faculty members. Dr. Abouna held a limited term appointment but it was clear that his position on appointment was intended to be ongoing. The committee of inquiry held that he was denied renewal of *de facto* probationary appointment without a proper academic evaluation with access to appeal procedures. □

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## Federal Research Funds Raised

On 31 January in Sherbrooke, PQ, the Minister of State for Science and Technology, the Hon. Heward Grafftey, announced new levels of funding for university research. According to Mr. Grafftey's announcement, it is expected that the increased funds will provide grants, scholarships, and other support to some 16,000 university scientists, scholars, and graduate students in 1980-81. In addition, it is anticipated that several hundred new research support positions will be created as a result of the increased funds, which are to be distributed among the three federal granting councils, the Natural Sciences and Engineering Research Council (NSERC), the Social Sciences and Humanities Research Council (SSHRC), and the Medical Research Council (MRC).

According to the communiqué issued by Science and Technology Canada, details of the increased funding are as follows:

NSERC will receive \$2.8 million in addition to the extra \$39 announced in November 1979 (see *Folio*, 29 November). This will bring the new total for research funds up to \$162.6 million for 1980-81, which is thirty-five percent higher than for 1979-80.

This increase will enable the NSERC, in cooperation with the provinces and universities, to strengthen university research and, according to the communiqué, allow for the expansion of training new researchers who may apply their talents to a number of objectives. Among these goals, concerted research into areas of national interest will figure largely. Also, efforts will be increased to improve the transfer of technology from universities to industry, research equipment and facilities will be improved, and there will be greater support for fundamental research.

SSHRC will receive \$5.8 million over the level of the current year's budget, according to Mr. Grafftey's announcement made jointly with the Secretary of

State, the Hon. David MacDonald. Thus, the SSHRC's budget will be \$41.7 million in 1980-81, a figure which represents a 16.2 percent increase over present levels.

MRC will have a budget of \$82.2 million in 1980-81, a figure announced earlier by the Minister of Health and Welfare, the Hon. David Crombie. In this case, the increased funds are in the order of \$12.2 million and represent a 17.4 percent jump.

Together, the new budgets for the three federal granting agencies will account for some \$286.5 million in 1980-81. Thus budgets for all three have been increased by an average of 26.4 percent over 1979-80. These new budgetary levels are to be applied to the first year of the five-year plans which have been submitted by each of the Councils to the federal government, which set out the main elements and thrusts for each Council's programs for the next half decade. The five-year plans will be subject to further consideration by the Canadian government and decisions on funding for the next four years will be made in the coming months, according to the communiqué.

At present, the five-year plans of each of the three Councils are aimed at a number of specific objectives. For example, the NSERC intends to increase support to highly qualified manpower programs by some extra \$7.2 million. This increase will enable the award of approximately 3,000 grants in 1980-81, a dramatic increase of about 1,300 awards over current levels. Similarly, the SSHRC hopes to make more funds available to scholars.

Like the NSERC, themes of national importance will play an increasing role within the SSHRC funding policies. A thematic grants program is established and two areas of concern have already been identified: problems of an aging population and support for library research collections. Further themes under consideration, according to the Minister's

news release, include the Human Context for Science and Technology, Language and Literacy, the Family and Socialization of Children, and Relations among Canadian Communities.

As for the MRC: This Council hopes to achieve greater flexibility in providing support for qualified researchers. The increased funds will also allow the supply of better research equipment and will provide for more research directed into specific fields of national concern, for example, heart research and perinatology.

In making the announcement, Mr. Grafftey said, "These substantial increases for the Councils

will reverse the downward trend in federal support of university research over the last decade. Research and development is the cornerstone of Canada's economic development and the increased funding, in addition to promoting excellence in university research and encouraging more of our outstanding students into research, will stimulate the creation of a larger number of interesting and better paying jobs. The increase funding will also add significantly to the scientific manpower over the 1980s needed to achieve the Government's target of R&D expenditures of 2.5 percent of GNP." □

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## Letters

■ As a result of the volume of oral and written complaints we have received regarding the changes in the salad bar operations at SUB and CAB cafeterias, I would like to take this opportunity to explain the reason for our action in this matter.

As a result of a formal complaint registered with Consumer and Corporate Affairs, an inspector from the Weights and Measures Division visited the cafeterias. As the scales we were using to weigh the salad did not comply with their standards, we were instructed to cease using them immediately and we had no alternative but to comply. The problem with our scales was that the weight of the paper plate was included in the weighing and hence the cost for the salad.

In the interest of continuing with the salad service, as it is so popular with our customers, we decided to offer a variety of options by plate size and the volume of products in terms of "level", "stacked" and "heaping". Obviously this presents problems of interpretation between the customer and the cashier, who must exercise her own discretion each time. Unfortunately this has led to numerous confrontations which tend to place a negative feeling on what should be a pleasant experience—meal time.

We acknowledge the problems of this new approach, but wish to stress that we had no alternative but to comply with the inspector's instructions. The new approach does require the full understanding and cooperation of everyone. If the problems/complaints continue, we will have to consider a return to prepared salad plates only and eliminate the "make your own" feature. Meanwhile, we are exploring other options available to us that will help us to meet the Weights and Measure requirements, and enable us to reinstate a popular service.

While we regret any inconvenience the current change represents to many of our customers, I would ask that you appreciate our situation and not direct your annoyance to the staff, especially the cashiers. This is not a "staff problem". It is a matter of legal interpretation which we are trying to resolve to everyone's satisfaction.

Sincerely,

Gail Brown, Director,  
Housing and Food Services

## Strike Vote at the University of Windsor

*The following article is a copy of a news release issued by the Canadian Association of University Teachers (CAUT) on 1 February.*

By a margin of 377 to 50, the Faculty Association at the University of Windsor voted on 31 January to take strike action commencing on 3 March.

The main issue is the demand of the university administration to gut the existing collective agreement by substituting new articles on financial exigency and redundancy. These would allow the university administration unilaterally to decide any exigency or redundancy and fire anyone in the university they wanted, after informing the association. The collective agreement has had in place for three years an article requiring the administration to demonstrate the bona fides of any financial exigency and providing orderly and collegial methods for deciding layoffs.

In addition, the administration, despite requests from the association, has placed no financial offer on the table although negotiations were commenced last summer.

Professor Roland Penner, President of the CAUT and a

member of the Faculty of Law at the University of Manitoba, pointed out on a recent visit to President Franklin that the proposals of the administration would destroy academic freedom and due process at Windsor and told some four hundred members at a faculty association meeting that they would have the strongest possible support from faculty members across the country. "Over the past quarter century," said Donald C. Savage, the Executive Secretary of CAUT, "we have built up a system for the handling of faculty contracts to ensure peer judgment and a collegial approach. The administration of the University of Windsor seems determined to destroy one of the central concepts of the Canadian university system. I have every confidence that the faculty at Windsor and across Canada will not allow this to happen. In addition," he pointed out, "the University of Windsor Faculty Association is a member in good standing of the CAUT Defence Fund which provides strike pay for faculty members in such disputes. I hope that it does not come to such a pass, but if it does, there will be effective support for the members at Windsor." □

## Health Sciences Audiovisual Education: New Programs

The following programs have been acquired by the Audiovisual Library of the division of Health Sciences Audiovisual Education (HSAVE). They are housed in 2-54 Medical Sciences Building. For information about the programs, please contact the Audiovisual Library, telephone 432-3096.

ST-003: "Sexually Transmitted Diseases." A sixty-minute slide/tape presentation. HSAVE/Alberta Social Hygiene, 1979.

CM-028: "TPN (Total Parenteral Nutrition in the Home)." A sixty-minute videocassette presentation. HSAVE (Dr. Levchuk, Pharmacy)/Ivey/University of Washington, 1976.

ST-047: "Pediatric Newborn Series: Hypoglycemia in the Newborn." A twenty-minute slide/tape presentation back in service. HSAVE/IPS National Audiovisual Centre, Washington. □



## Concert Choir visits Campus

Convocation Hall will ring with the sounds of the University of Regina Concert Choir on Tuesday, 19 February. The Choir, which has established a reputation for performing the finest in choral literature, is directed by Dr. Vernon Sanders.

Acclaimed for its performances

of works from the sixteenth to the twentieth centuries, the Choir is performing in the major centres of Alberta and central Saskatchewan as part of the two provinces' seventy-fifth birthday celebrations. The Convocation Hall concert will begin at 8 p.m. Admission is free. □

## Pigeon Post

■ Last week, in response to your urgent appeal for help, I submitted a suggestion for the Final Solution of the Athabasca Hall Pigeon Problem. It has occurred to me that my idea may not have been taken seriously because of an oversight on my part. You may have assumed that the plan would not work because many of the birds would be unable to read the notice inviting them to volunteer. I would like to clarify this point. I certainly did not mean to imply that the invitation should be phrased in the two official languages of Canada or anything like that. Obviously, to make sure that every bird can read it, it should be printed very clearly in pidgin English.

Robert Fischer,  
Student Counselling Services

## coming events

*Listings must reach the Editor by 9 a.m. on the Thursday prior to publication. Written notification is necessary. Listings should be sent to 423 Athabasca Hall.*

**Intercollegiate Sport**  
**Men's Hockey**  
15 and 16 February. 7:30 p.m.  
University of British Columbia.

**Theatre**  
**Studio Theatre**  
Until 16 February. "The Birthday

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# A Report to General Faculties Council On Proposed Terms of Reference for a System of Reviews of Academic Programs

by a Joint Committee of the  
Academic Development Committee and  
Deans' Council

## History

In June, 1977, the Board directed the President to establish a University Priorities Committee to advise on a broad range of issues involved in using the resources of the University to best effect. A year later, this Committee had its final Report endorsed in principle by the Board, which then referred its nine recommendations to GFC for reaction. Among these, Recommendation #8 emerged as most contentious: "that the Board of Governors and GFC jointly approve in principle a system of reviews of academic programs, academic units, and administrative and service units, and further, that responsibility for collecting and coordinating these reviews, and for recommending academic and budgetary priorities be delegated to UPC." At issue was not so much the principle itself as the kind of reviews that were to be endorsed and their relationship to priorities and the allocation of resources.

Months of campus-wide discussion resulted in approval by GFC on 22 January 1979, of two key motions arising out of consideration of Recommendation #8: that an improved data base be developed "to assist the decision-making process and . . . permit a greater degree of comparability across the campus" and that there be University-wide collection of information about academic units to provide as rich as possible a context for consideration, later, of a *system of full-scale program evaluations (debated by GFC on 19 February 1979)*.

## Objectives

Though this Committee was not asked to specify how the findings of these systematic academic reviews are to be used, it was obvious from the outset that unless the community—staff, students, administration and Board included—was given some clear notion of their purpose, and unless such purpose was perceived to be worth the effort and cost involved, there could be little hope of their being successful.

The Committee has therefore had as its compelling objective the preparation of a reviewing procedure that will go as far as possible towards guaranteeing, in its design, the usefulness of these reviews (in process, as well as in the end). *Their purpose is to produce information that can serve as a reliable basis for planning.* We do not now have such information. The collecting of data that has been going on this winter will improve quantifiable knowledge of our operations (registrations, teaching hours, supervisions etc.), but we need good qualitative information even more, and the reviews here proposed are designed to provide it.

If to these data we can now add reliable and useable judgments and perception of our various functions and rôles as they are performed across the institution, we should henceforth be able to do something more than merely apply formulae that are by themselves insensitive to our real needs: we should be able to address ourselves to the improvement of our programs.

Through coming to know more about the quality of instruction and learning in our various units, the characteristics of our faculty and support staff, the contribution of our programs to the University and related disciplines, their status in the field, the scope of the research being pursued, the priorities of our units and the extent to which they are being realized, and the degree to which we are meeting community needs and the needs that, collectively, we identify with a world-class University, we can expect a number of benefits.

First, we will be in a vastly better position than now to assert our proper rôle internally and in the community at large, instead of weakly reacting to external pressures. Second, we will experience an access of strength in internal planning within our operating units. And third, we will provide our decision-makers with the kind of information that will allow them to assess accurately the real effects on the institution of the allocation of resources.

GFC and the Board are both on record as refusing to accept passively the negative effect of inadequate funding on the academic quality of this institution. The University community as a whole has served notice it will not have application of its planning energies to program reviews interpreted as acquiescence in what are euphemistically called "restraint" policies. Nevertheless, it is now generally agreed that gradual erosion of support and the frustrations that accompany it can work an insidious and stultifying

effect on an academic institution unless positive moves are made to stimulate initiative, question assumptions and challenge vested interests, identify strengths and weaknesses, and above all provide an opportunity for action. Our proposal is designed to allow for a great range of benefits and uses going far beyond what can be derived from tables and measurements alone.

## Approach

The essence of our approach is unobtrusive simplicity. We do not pretend that the review experience itself is ever likely to be a simple one for the unit reviewed. But we can decide, now, that the institution will get down to business with the least amount of fuss and with promise of relatively quick returns of ready use—instead of expending great energy moving into place yet another elaborate mechanism for determining at various stages the views of the academic community.

In an attempt to determine the temper and needs of the University at this time in its history, the Committee considered carefully all the contributions to last year's lengthy discussion and debate (in particular the negative reactions of various bodies to a proposal from ADC for the creation of an elaborate Council for Academic Program Evaluations). The Committee decided that its mandate was to devise a structure that would be readily understood, but effective, efficient (i.e., responsive

and flexible), credible, and perhaps above all, realistic.

In order to achieve these ends, existing structures would have to be used but adapted, somehow, to provide for quicker action; and there would have to be reliability and perceived responsibility built in without the checks and balances (and interminable delays) that our committee system provides; and finally, there would have to be, in the structure itself, some reason for confidence that the work done would be meaningful and seriously intended.

It seemed to the Committee that in the office and person of the President lay the best chance of realizing these goals—for here are credibility, authority and influence, an existing structure, and accountability (as against the elusiveness and anonymity of committees). We propose that there be established a *President's Advisory Committee on Academic Reviews*. In depending on the President, our proposal is perhaps radical in its conservatism.

## Structure

### *Tasks of the President's Advisory Committee on Academic Reviews*

The President's Advisory Committee on Academic Reviews would have a life expectancy of three to five years, longer if regular reviews ought to be part of our on-going operation. Its primary tasks would be:

- 1) to advise the President on the order in which academic units should be reviewed (that is, on the choice of units or groups of units for review and on the reviewing time-table);
- 2) to advise the President on the composition of particular reviewing teams;
- 3) where appropriate, to advise reviewing teams on the requirements of a particular review (to ensure that the reviews will be genuinely relevant to the University's changing circumstances);
- 4) to receive their reports for transmission to the President;

- 5) to keep the University community informed about the work of the Committee.

More generally, the Advisory Committee on Academic Reviews would be the President's steering committee.

### *Composition of the President's Advisory Committee*

A Committee of three, including its chairman, would be selected by the President as a body of responsible persons who would, in his judgment, have the confidence of the community in their academic qualifications, breadth of institutional experience, and demonstrated good judgment. They would be chosen so as to provide for some degree of continuity. Their commitment to the work of the Committee would, in the case of its chairman, be total (for a period of, say, two years) and perhaps half time in the case of the other two members. The Vice-President (Academic) would be an *ex officio* member of the Committee and function as the President's representative on it (suggested membership: three, plus the Vice-President [Academic]).

Since the Committee would be responsible for coordinating all the reviews (some 15-20 per year, though perhaps fewer during the first year) and would provide the support staff needed by reviewing teams—and indeed, arrange for much of the preliminary documentation—it would require secretarial assistance and the full-time services of a relatively senior Administrative Professional Officer.

### *Unit Review Committees:*

As the working arms of the President's Committee, we propose that there be individual *Unit Review Committees* to make the enquiries relevant to particular reviews and to describe, evaluate and recommend as appropriate. These teams could be of any manageable size, but they must have credibility among those being reviewed and those

who will be required to consider their recommendations. We believe that these Committees ought to be flexible and adaptable—to provide for the University's great diversity (and for the unanticipated)—and we would therefore advise against there being either a fixed composition for them or standardized procedures or format for them to follow. Nevertheless, it seems likely that in many cases, the purposes of the reviews will usually best be served by a reviewing team normally comprised of a minimum of two members from outside the University (same discipline), one from a related discipline within the institution (who will understand fully the operations of the unit), and one from the University at large. Very close liaison with the unit being reviewed must be maintained, in most cases through attaching its chief executive officer (dean or chairman) to the reviewing team as a resource person.

### *University Planning Committee:*

UPC would receive from the President all relevant recommendations for response or referral, as appropriate—as a basis for action or the preparation of planning proposals that is, under our system of governance, UPC's responsibility.

## Process

### *Review Criteria:*

The Committee considered the question of whether it was logically necessary to begin with a set of predetermined criteria, or a statement of University aims (other than the University's commitment to quality in teaching, research and public/professional service), but concluded that the particular units being reviewed would themselves provide definitions of their existing and desired rôles, as a starting point for the reviews. In any case, though built into the system there are innumerable notions of what the University's

commitment is, part of the objective of the review process is to assist in developing a clearer picture of ourselves. [The Senate has recently taken on a two-year task of its own of attempting to define the purpose of the University, as complementary to the academic reviews].

### *Units for Review:*

The Committee also debated whether it was necessary, at the outset, to define clearly the kinds of "units" that are to be reviewed. Our conclusion was that there was no purpose to be served, at this point, in attempting the very difficult task of making a distinction between organizational units and programs. A particular undertaking will to a large extent determine its own scope. It is simplest, given the University's organization, to begin with *units* (either individual departments and institutes or groups thereof or Faculties) and let circumstances determine when academic programs dictate the use of other approaches—as, for example, when service rôles are considered.

It should be noted that the Board has also called for reviews of administrative and service units, so that the academic reviews will not be undertaken in isolation from the rest of the University.

### *Order of Reviews:*

In time, reviewing experience may provide a regular basis for programming the reviews; but for the first year or two various considerations are likely to determine their order: requests for review from units themselves; strategic moments as determined by circumstances (e.g., a change of chairman or dean, accreditation requirements); pressing need for review as perceived by the President and his advisors; reviews for the purpose of testing the process; requests for major expansions; insights or cross-references arising out of earlier reviews.

One important requirement is that there be sufficient lead time to allow units/programs to prepare for review.

### *The Reviews:*

The President's Advisory Committee, in close cooperation with the units, will be responsible for assembling the necessary material for the use and guidance of Unit Review Committees. It should be noted that units ought not to have to repeat the labors of the current data-gathering exercise: that undertaking has been designed as a one-time-only task in its present form, though with provision for updating as the data base is improved. The contribution of units to the reviews themselves will include advice on the approach likely to be most fruitful and background information on any matters they feel necessary to a full understanding of their operation—in addition, of course, to answering the questions of the reviewers.

The need for external reviewing will not always have been met by bringing an outsider to the campus: in some cases there will already be recent external assessments on record and professional opinion available. But most often there will be a visitor involved—probably for four or five days actually on campus, for a preliminary session, two or three days of enquiry, and a session for reaching conclusions. In practice work of this sort will have to be done during the academic year, when staff and students are readily available.

Though the approach of review teams ought not to be so orchestrated as to constrain them unduly, since the process is to be an opening up and enlightenment, they will be expected to reach conclusions, arrive at findings, and make recommendations. Given all the circumstances of such reviews, however, it is to be expected that the results will be relatively gross. Out of them will come large perceptions of certain strengths and weaknesses, anomalies, needs, and so on, rather than subtle analyses. Many of the conclusions may be predictable; but even the formulation of these, by such teams, will give them a validity they might not otherwise enjoy.

In any case, it is essential that

their findings be in useable form; and that means that whatever the volume of information assembled, the report itself will have to be short, straightforward and concrete.

Without laying down a procedure for Unit Review Committees, it should be stressed that their task involves active consultation with undergraduate and graduate students and perhaps recent graduates. Appropriate academic and non-academic staff will of course also have to be interviewed. In some cases (especially in professional programs), people outside the institution (e.g. employers) may have useful comments and suggestions.

In order to ensure that the contribution of students is obtained, the President's Advisory Committee is to consult regularly with the presidents of the Students' Union and Graduate Students' Association to determine the most effective means of gathering reliable student opinion for each review.

### *Disposition of Reports:*

There are three or four groups with a need to know the findings of the unit reviews in one form or another: the Administration, UPC, the units reviewed, and the University community. The reports themselves, however, are likely to have various components—not all of them equally relevant across the spectrum of interest. Not even the units reviewed can necessarily expect to receive the whole of the report in its unvetted state, though their interest is of course of paramount concern.

Some responsible body must be charged with deciding what is primarily administrative (e.g. assessments of individuals where these require further consideration and documentation); what is clearly within the jurisdiction of UPC; and what might be of wider legitimate interest in the community. Responsible, selective publicity is the objective.

The problem here is how, as far as possible, to guarantee responsiveness. The University

must be convinced that the recommendations of the reports will be carefully considered and responded to in an appropriate fashion.

It is proposed that the report of the Unit Review Committee be broken into its components for distribution in whole or in part as deemed appropriate by the President in consultation with the Advisory Committee, his senior advisors, and where possible, with the unit reviewed. In the process a manageable package will be prepared for UPC consideration, and at some point an understanding arrived at with the unit reviewed as to the status of the conclusions reached by the various bodies involved.

The President's Advisory Committee will report annually to the University community the highlights of the unit reviews. It will also keep the community informed, from time to time, about the work of the committee.

If this proposal is acceptable to GFC and the Board of Governors, the President's Advisory Committee—with support staff—could be in place by the spring and the first reviews begun, after due notice, in the fall. An 18-month rolling program for reviews, with adjustments as needed to accommodate emerging information and changing circumstances, could likewise be readied.

### *Results:*

The reviews will not in themselves produce priorities or compel change, but we make the assumption that firm and meaningful (though probably not, under our system, dramatic) decisions can in fact be made on the basis of informed judgment of academic quality. It is worth reminding ourselves, however, that the reviews are not conceived in the spirit of some sort of policing action: it is highly probable that their most beneficial effects will indeed be within units themselves, where it may be discerned that things can be done better in different ways or through shifts in emphasis. Certainly, review committees will be asked to make critical evaluations, but also to indicate where good things can be encouraged and where changes will capitalize on existing strengths.

Responsibility for monitoring action taken with respect to recommendations of the Unit Review Committees will rest with the Vice-President (Academic).

*Respectfully submitted,*  
Dean J. Forster  
Dr. E.A. Holdaway (IRP)  
Dr. A.S.A. Mohsen (ADC)  
Dr. R.S. Patterson (ADC)  
Dean R.S. Smith  
Dr. R.K. Wood (ADC)  
Vice-President R.G. Baldwin . .  
(Chairman)

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*Submitted to GFC on 20 December 1979; approved with amendments by GFC on 28 January 1980; submitted to, and approved by, the Board of Governors on 8 February 1980. To be retained for future reference.*

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## Systematic Reviews of Academic Programs

### Selected Bibliography

- Arns, Robert G., and William Poland. "Changing the University through Program Review." Unpublished manuscript. University of Vermont (1979).
- Australian National University. *Reviews of Research Schools*. Committee on General Policy, Board of the Institute of Advanced Studies (1977).
- Bare, Alan C. *The Study of Academic Department Performance*. Rutgers, The State University of New Jersey (1978).
- Clark, Mary Jo. "Multiple Measures Assess Doctoral Programs," *Findings* (Educational Testing Service), 3, 4 (1976): 1-4.
- Council on Program Evaluation. *Action Report: Department of Agronomy; Department of Food Science; Department of Agricultural Engineering*. Council on Program Evaluation, University of Illinois at Urbana—Champaign (1976).
- . *COPE Working Materials*. Council on Program Education, University of Illinois at Urbana—Champaign (1978).
- Harshman, Carl L. *A Model for Assessing the Quality of Non-Traditional Programs in Higher Education*. Metropolitan College, Saint Louis University. (1979).
- Russo, J. Robert, David G. Brown, and James G. Rothweiler. "A Model for Internal Program Review," *College and University*, 52, 3 (1977): 288-298.
- Shirley, Robert C. and J. Fredericks Volkwein. "Establishing Academic Program Priorities," *Journal of Higher Education* 49, 5 (1978): 472-488.
- University of Colorado at Boulder. *Final Report of the Committee for Program Review and Resource Allocation* (1977).
- Examples of Universities which have conducted Program Reviews*
- Australian National University  
Ohio State University  
State University of New York at Albany and at Buffalo  
University of Calgary  
University of California—Berkeley  
University of Colorado—Boulder  
University of Illinois—Urbana-Champaign  
University of Michigan  
University of Minnesota  
University of Oregon—Eugene  
University of Vermont  
University of Washington—Seattle

Party." Performances in Corbett Hall, Studio Theatre Stage '80.

#### **Workshop West**

*Continuing.* "Surprise, Surprise," and "Johnny Mangano and His Astonishing Dogs." Telephone 436-7378.

#### **Orchesis Creative Dance Club**

14, 15, and 16 February. 8 p.m. The University of Alberta Orchesis Dance club will present "Dance Motif '80." Performance in Students' Union Theatre. Tickets available at HUB or from Orchesis members.

#### **The Citadel Theatre**

*The Shogor Theatre*  
20 February. "One Tiger To A Hill."

#### **Théâtre Français d'Edmonton**

22 February. 8 p.m. "Les Deux Vierges." Faculté Saint-Jean Auditorium, 8406 91 Street.

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## Films

#### **Provincial Museum**

16 February. 2 p.m. "How Things Have Changed," and "Dr. Leakey and the Dawn of Man."  
17 February. 4 and 7 p.m. "Brother of the Wind."

#### **National Film Theatre**

15 February. 7:30 and 9:15 p.m.  
17 February. 8 p.m. "Women."

#### **SUB Cinema**

18 and 19 February. 7 and 9:30 p.m. "Magic," with Anthony Hopkins.

#### **Edmonton Public Library**

16 and 17 February. 2 p.m. "Phantom of the Paradise." Centennial Library Theatre.

#### **Children's Cinema**

16 February. 10:30 a.m. "Suzie the Little Blue Coupe," "Velveteen Rabbit," and "20,000 Leagues Under the Sea." Centennial Library Theatre. Free admission to all films.

#### **Princess Theatre**

15 February. 7 p.m. "Unmarried Women."  
9:30 p.m. "Madame Rosa."  
16 and 17 February 7 p.m. and 9:30 p.m. (second day) "Love and Death."  
9:30 p.m. "Lost Horizon."  
18 and 19 February. "Casablanca" and "Rhinceros."  
20 and 21 February. "Even Dwarfs Started Small" and "Tommy."

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## Music

#### **Department of Music**

*All performances in Convocation Hall.*

14 February. 8 p.m. Mardene Francis in recital.  
16 February. 8 p.m. Ivan Mast on trombone in recital.  
17 February. 3 p.m. The Concert Band with Ernest Dalwood conducting.  
8 p.m. John Jowett on trombone in recital.  
18 February. 8 p.m. The University of Alberta Symphonic Wind Ensemble.  
19 February. 8 p.m. The University of Regina Choir.  
20 February. 5 p.m. Stephanie Dea in recital.  
8 p.m. Western Chamber Ensemble.  
21 February. 5 p.m. Rick Harris on trumpet in recital.  
8 p.m. Two-piano recital by students. Tickets available at the door.  
24 February. 8 p.m. Helmut Brauss on piano. Free admission.

#### **Western Chamber Music**

16 February. 8 p.m. "An Evening of Medieval and Renaissance Music." Centennial Library Theatre. \$5 or series ticket.

#### **Edmonton Public Library**

20 February. A folk concert with Alan Roberts and Dougie McLean from Scotland and Joanne Martineau of Edmonton. Tickets \$4 from HUB Box Office, Keen Kraft Music and at the door. Sponsored by the South Side Folk Club.

#### **South Side Folk Club**

23 February. 8 p.m. The South Side Folk Club Concert with the Hurricane Ridgerunners from Seattle and Richard White, Edmonton. The Orange Hall, 104 Street and 84 Avenue. Tickets at HUB Box Office and Keen Kraft Music. For information call 475-2260, 475-1042.

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## Radio

#### **Department of Radio and Television**

13 February. 7:30 p.m. *Voiceprint: Words Wax Poetic or The Echo Delayed: Recording, Part II.* CKUA (580 AM/95 FM)  
15 February, 7 p.m. *Legal Maze: The Legal Profession.* Some new developments in the legal profession and its relations with the lay public. CKUA radio.  
16 February. 7 p.m. *University Concert Hall: Art Song* featuring H. Brauss, Department of Music. CKUA radio.  
17 February. 7 a.m. *Idealog: TBA.* CKXM (100.3 FM)

#### **Department of Drama**

17 and 24 February. 11:30 a.m. "Improvisation and Collective Creation," with D. Heathcote. CKUA radio

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## Exhibitions

#### **Alberta Culture**

*Continuing.* "Old Fourlegs—What a Fish Story!" Displaying in the west alcove of the Provincial Museum.

#### **Ring House Gallery**

*Continuing.* "Carl Heywood Prints." Screen prints and lithographs.

8 February. "Sally Barbier." Mixed media drawings and ceramic sculpture.

#### **University Special Collections**

*Continuing.* "The Illustrated D.H. Lawrence." B37, Cameron Library.

#### **Horizon Art Gallery**

*Continuing.* "Skyscape" watercolors by Adeline Rockett. 10114 123 Street.

#### **Edmonton Public Library**

*Continuing.* Works by Carol McKenney. Showing in Foyer Gallery of Centennial Library. *Continuing.* Photographs by Mark Allan Kempton. Photography Gallery of Centennial Library.

#### **The Shadows at Waldens**

*Continuing.* Wood block prints by Margaret Mooney.

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## Lectures and Seminars

#### **Department of Entomology**

14 February. 4:30 p.m. J. Adis of the Smithsonian Institute will speak on "Amazonian Inundation Forests: short-term refugia and long-term evolutionary centres?" 62 Athabasca Hall Annex.

#### **Department of Geophysics**

14 February. 3:30 p.m. M. Razavy will discuss "Determination of the Wave Velocity in an Inhomogeneous Medium from the Reflection Coefficient." 640 Physics Building.

#### **Department of Chemical Engineering**

14 February. 3:30 p.m. T. Daniel and H. Goldberg will discuss "Derivation of Equilibrium Prices for Oil and Gas in Canada." 340 Chemical/Mineral Engineering Building.

#### **Department of Biochemistry**

14 February. 4 p.m. D. Rintoul of St. Louis, Missouri, will talk about "Plasma Membrane Structure and Function in the Mouse LM Cell." 227 Medical Sciences Building.

#### **Department of Art and Design**

15 February. 2:20 p.m. P. Bartl will discuss "Graphic Design." 2-20 Fine Arts Building.

#### **Political Science Election Forum**

15 February. 12 noon. "Summing Up the Campaign," with speakers to be announced. TL-11 H.M. Tory Building (Tory Turtle).

#### **Edmonton Recorder Society**

15 February. 8 p.m. Meeting at

the Southwest Cultural Centre,  
115 Street and 74 Avenue.

**Department of Biochemistry**  
15 February. 4 p.m. P. Wagner  
of the University of California  
will discuss "The role of the  
alkalai light chains in the  
Actomyosin ATPase." 4-70  
Medical Sciences Building.

**McKernan School**  
16 February. 10 a.m. and 1 p.m.  
"Fascinema." Performances in  
McKernan School, 11330 76  
Avenue. Tickets \$1/adults and  
50c/children.

**Interdisciplinary Committee  
for Environment Quality**  
17 February. 8 p.m. P. Beamish  
will present an illustrated talk  
and movie entitled "The Hump-  
back whale-fisherman conflict off  
Newfoundland's coast." Multi-  
media Centre, 2-115 Education  
North.

**Department of Biochemistry**  
18 February. 4 p.m. S. Roeder  
of Cornell University will speak  
on "DNA rearrangements associ-  
ated with a transposable element  
in yeast." 227 Medical Sciences  
Building.

**Department of Anaesthesia**  
18 and 25 February. 8 p.m.  
R. Humble will present lectures  
on the history of anaesthesia.  
N2-115 Education North Building.

**Broadus Lecture Series**  
18 and 20 February. 4 p.m. The  
third and fourth in series  
"Literature and the Notion of  
'Game'," with lecturer R.R. Wilson  
of the English Department.  
AV L-3 Humanities Centre.

**Department of Forest Science**  
19 February. 12:30 p.m. R. Hillson  
will talk about "The devepoment  
of *Pinus* clones from young  
seedlings." 346 Chemical/Mineral  
Engineering Building.

**Department of Sociology**  
19 February. 12 noon. G. Lowe  
will discuss "Bank Unionization  
in Canada." Music Room of  
Centennial Library.

#### **Division of East European Studies**

19 February. 3:30 p.m. E.  
Mozejko will talk about  
"Intellectual Upheaval: The Role  
of Dissident Literature and Art  
in the Soviet Union." 311  
Athabasca Hall.

**Department of Physics**  
19 February. 3:30 p.m. W.  
McDonald will speak on  
"Nuclear Quasi-Free Scattering—  
A Technique for 'Seeing' the  
Nuclear Interior." 128 Physics  
Building.

**La Petite Ecole**  
19 February. 6 p.m. Open house  
and registration. 123 McKernan  
School, 114 Street and 76 Avenue.

**Boreal Institute for  
Northern Studies**  
19 February. 8 p.m. P. Kershaw  
will discuss "Tundra responses to  
Disturbances resulting from the  
Canol Project: Negative or  
Positive Impacts." CW410  
Biological Sciences Centre.

**Edmonton Public Library**  
19 February. 7:30 p.m. S. Hall  
will discuss "The Consumer and  
the Computerized Supermarket."  
Music Room of Centennial  
Library.

**Technocracy**  
19 February. 8 p.m. J. Gregory  
will talk about "Technocracy's  
Program for Social Reconstruc-  
tion." HUB Rocking Chair  
Lounge.

**Department of Sociology**  
20 February. 12 noon. K. Morgan  
will speak on "Cancer Incidence  
in a Religious Isolate in the  
Canadian Prairies, 1956-1975."  
5-15 H.M. Tory Building.

**Department of Theoretical  
Physics**  
20 and 21 February. 3:30 p.m.  
First lecture with L. Trainor of  
the University of Toronto talking  
about "Physical Field Metaphors  
in Developmental Biology."  
640 Physics Building.  
Second lecture with M. Walker of  
Munich discussing "The Problem

of Motion in General Relativity."  
631 Physics Building.

**Institute of Earth and  
Planetary Physics**  
20 February. 3:30 p.m. F.  
Abramovici of Tel-Aviv Univer-  
sity will speak on "The Discrete  
Magnetotelluric Inverse Problem  
for a Non-Isotropic One-  
Dimensional Structure." 519  
Physics Building.

**Departments of Anthropology,  
Art and Design,  
and the University Collections**  
20 February. 4 p.m. Dr. George  
Swinton of Carleton University,  
foremost authority on Inuit art,  
will present a slide-lecture on  
"Continuity and Change in 2000  
Years of Inuit Art." L-1  
Humanities Centre.

**Department of English**  
21 February. 12:30 p.m. L. Gom  
will read "Kindling," and "The  
Single Tree." AV L-3 Humanities  
Centre.

**Faculty of Arts**  
21 February. 8 p.m. R. Whiting  
will discuss "The Image of the  
Man of Science in Max Frisch's  
'Homo Faber'." L-2 Humanities  
Centre.

**Department of Chemical  
Engineering**  
21 February. 3:30 p.m. D. Gately  
of New York University will  
speak on "Analysis of World Oil  
Prices." 340 Chemical/Mineral  
Engineering Building.

**Lutheran Campus Ministry**  
21 February. 3:30 p.m. R. Wilson  
will talk about "Missionaries and  
Anthropologists in the Amazon."  
14-6 H.M. Tory Building.

**Guild for Mediaeval and  
Renaissance Studies**  
21 February. 8:15 p.m. M.  
Whitaker will discuss "Mediaeval  
Dragon Lore." L-3 Humanities  
Centre.

**SUB Art Gallery**  
22 February. 12 noon. Senior  
students from the theatre BFA  
program will present readings as

well as K. Graves reading her  
works. SUB Art Gallery.

**The Art of Living Club**  
23 February. 8 p.m. C. Richmond  
will speak on "Moving with the  
Rhythm of Life." 239 Central  
Academic Building.

**Population Studies Seminar**  
27 February, 12 March, 26  
March, and 9 April. 3:00 p.m.  
Lectures on problems of con-  
ducting surveys in a Canadian  
Metropolis. 5-15 H.M. Tory  
Building.

## *service information*

*Information must reach the Editor by  
9 a.m. on the Thursday prior to publi-  
cation. Written notification is necessary.  
Notices should be sent to 423 Athabasca  
Hall.*

### **Scholarships, Fellowships and Awards**

*Contact the Student Awards Office  
(432-3221) for information on the  
following.*

**Italian Government Scholarships**  
Scholarships valued at 300,000 Italian  
lire per month plus life and medical  
insurance are available for research  
in a variety of fields. Tenable in  
Italian universities and colleges.

**Social Sciences and Humanities  
Research Council of Canada**  
Post-doctoral fellowships valued at  
\$15,000 plus a research allowance up  
to \$2,500 are available for study in the  
social sciences and humanities.

**University Research Support Fund**  
Graduate scholarships of \$2,500 per  
year for three years are available for  
research on wildlife.

**Wildlife Biology Scholarships**  
Scholarships of \$2,500 are available  
for post-graduate study in wildlife  
biology, excluding fishery resources.

### **Surplus Equipment**

*For further information about the  
purchase of equipment or the disposal*

of any of your department's surplus equipment, consult Bonnie O'Dwyer or Roy Bennett, telephone 432-3208.

Sealy System Inventory and Account Record System. For information telephone D.J. MacKenzie at 432-3514.

## Notices

### Temporary Alternative Vehicle Use

Occasionally a vehicle parking permit holder may encounter problems that prevent use of the registered vehicle for a period of time. In such instances it can be arranged to use another vehicle without payment for parking, if certain conditions are met. If the lot has an attendant, the vehicle operator must inform the attendant that the vehicle is being used temporarily. In addition, it is required the operator leave a note to the same effect on the windshield and telephone Parking Services (3811) advising of the situation. If the lot is unattended, a note on the windshield and a phone call to Parking Services is required.

### GFC Library Committee Minutes

After each meeting of the GFC Library Committee, a copy of the Minutes will be deposited at the Reference Desk, Humanities and Social Sciences Library, Rutherford North. A further copy is lodged with the Secretary of the Library Committee at 2-1 University Hall. Any person wishing to see the Library Minutes can do so at either of the above locations.

## Positions Vacant

### Secretary 1

#### Department of Radiobiology

Required immediately to work in the Radiobiology Program. Duties to include typing of correspondence, scientific papers and perform related secretarial duties. Typing of no less than 60 wpm, dictaphone and previous experience in a basic science department preferred. Apply: Director of Personnel, Cancer Hospitals Board, 11560 University Avenue, Edmonton, Alberta. T6G 1Z2

### Pharmacist

\$17,172-\$20,040

The Cross Cancer Institute, a 76 bed active treatment teaching hospital with a major outpatient orientation, is seeking a Staff Pharmacist. Preference will be given to applicants with a residency program or hospital experience. Duties include traditional pharmacy services and TPN. An interest in clinical pharmacy is essential. The successful candidate must have or be eligible for Alberta licensure. Applications should be directed to: Director of Personnel, Provincial Cancer Hospitals Board, 11560 University Avenue, Edmonton, Alberta. T6G 1Z2

## On-Campus

### Non-Academic Positions

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, third floor, SUB, telephone 432-5201. Please do not contact the department directly. Positions available as of 8 February 1980.

Office Services File Clerk (\$764.41-\$883.20)—Office of the Registrar  
Clerk Typist II (\$764.41-\$912.91)—Rehabilitation Medicine  
Dental Assistant I (part-time) (\$475.80-\$569.52)—Dental Clinical Sciences  
Dental Assistant I (term) (\$793.02-\$949.20)—Dental Clinical Sciences  
Library Clerk III (\$822.72-\$984.39)—Boreal Institute  
Senior Clerk (part-time) (\$411.26-\$492.20)—Academic Staff Association  
Senior Financial Records Clerk (\$849.11-\$1,021.79)—Industrial and Vocational Education  
Clerk Typist III (part-time) (\$5.00/hour)—Student Affairs  
Clerk Steno III (\$883.20-\$1,065.78)—R.S. McLaughlin Examination and Research Centre (trust); Obstetrics and Gynaecology; Geology; Secretariat; Physiology; Educational Administration  
Admission Records Trainee/Coordinator (\$883.20-\$1,109.78)—Office of the Registrar  
Accounts Clerk (\$912.91-\$1,109.78)—Office of the Comptroller  
Medical Steno (\$949.20-\$1,158.17)—Psychiatry; Pediatrics (trust)  
Secretary (\$984.39-\$1,205.47)—Physical Plant Administration; Centre for the Study of Mental Retardation; Business Administration and Commerce (two positions); Medicine  
Laboratory Assistant II (\$793.02-\$949.20)—Pharmacology (term, trust)  
Building Services Worker II (\$883.20-\$1,065.78)—Housing and Food Services  
Computer Assistant II (\$912.91-\$1,109.78)—Computing Services  
Electron Microscope Technician I (\$984.39-\$1,205.47)—Pharmacology (trust, term)  
Animal Technician I (\$984.39-\$1,205.47)—Health Science Small Animal Program (trust)  
Technician I/II (\$984.39-\$1,367.16)—Pharmacy (trust, term)  
Food Services Worker IV (\$1,021.79-\$1,257.17)—Housing and Food Services  
Draftsperson I (\$1,021.79-\$1,257.17)—Physical Plant  
Building Services Worker IV (\$1,065.78-\$1,311.06)—Physical Plant  
Assistant Buyer (\$1,065.78-\$1,311.06)—Purchasing  
Electronics Technician I/II (\$1,065.78-\$1,489.25)—Technical Services  
Publications Assistant II (\$1,109.78-\$1,367.16)—Computing Services  
Technologist I (\$1,109.78-\$1,367.16)—Zoology (trust, term)  
Farm Equipment Technician II (\$1,109.78-\$1,367.16)—Animal Science  
Biochemistry Technologist I/II (\$1,109.78-\$1,556.33)—Cancer

Research Unit  
Plant Operator I (\$1,205.47-\$1,489.25)—Physical Plant (two positions)  
Electronics Technician II (\$1,205.47-\$1,489.25)—Technical Services  
Electronics Technician II/III (\$1,205.47-\$1,697.12)—Physics  
Engineering Technologist III (\$1,367.16-\$1,697.12)—Physical Plant  
Art Technician Demonstrator II (\$1,367.16-\$1,697.12)—Drama (Carpenter); Drama (Seamstress/Cutter)  
Programmer/Analyst II (\$1,367.16-\$1,697.12)—R.S. McLaughlin Examinations and Research Centre  
Electronics Technician III/IV (\$1,367.16-\$1,943.69)—Language Laboratories  
Programmer/Analyst II/III (\$1,367.16-\$2,021.59) Administrative Systems (six positions); Physics  
Technician IV (\$1,427.65-\$1,771.92)—Mineral Engineering; Plant Science (Farm Equipment)  
Technologist III (\$1,427.65-\$1,771.92)—Civil Engineering  
Biology Technologist III/IV (\$1,427.65-\$2,021.59)—Genetics  
Machinist Technician III (\$1,489.25-\$1,850.00)—Technical Services  
Building Superintendent II (\$1,489.25-\$1,850.00)—Physical Plant  
Programmer/Analyst III (\$1,623.42-\$2,021.59)—Computing Services (two positions)  
Controls Fitter (Instrument Mechanic) \$2,109.47-\$2,204.40)—Physical Plant

The following is a list of currently available positions in the University of Alberta Libraries. The bulletin board in the Cameron Library—Room 512 should be consulted for further information as to availability and position requirements.

Library Clerk I (\$764.41-\$912.91)—Circulation  
Library Assistant I (\$883.20-\$1,065.78)—Science  
Programming Analyst III (\$1,623.42-\$2,021.59)—Systems  
Programming Analyst IV (\$1,934.69-\$2,420.85)—Systems

## Advertisements

must reach the Editor by 3 p.m. on the Thursday prior to publication, which date also serves as the deadline for cancellation of advertisements. The cost of placing advertisements is 20 cents per word for the first week and 10 cents per word for subsequent weeks ordered before the next deadline. Advertisements must be paid for in advance, and are accepted at the discretion of the Editor. We regret that no advertisements can be taken over the telephone. For order forms or further information, telephone 432-2325.

### Accommodations available

For sale—Garneau. 10921 81 Avenue, 1,350 sq. ft., semi-bungalow. Two large bedrooms upstairs. Spacious living and dining rooms. Beautiful

garden with mature trees. Assumable \$65,000 mortgage at 11%. Asking \$88,000. 439-2948.

Lake front lots within 52 miles—will build to suit. Altona Construction. 435-8234.

Altona packaged homes—Allied Genstar Builder. Excellent lots available. 435-8234.

For sale—By professorial owners, \$62,500. Bright convenient townhouse. Three bedrooms, 1,300 sq. ft. plus full basement, garage, all appliances. Bus stop at door, school fields opposite. Occupation mid-May. Phone evenings 487-5927. No agents.

For sale—By builder: Weekend retreat or year-round home on 1/2 acre treed lot, Parkland Beach, Gull Lake 1½ hours from Edmonton. Cathedral style, overlooking lake, studio loft, two bedrooms, 1½ baths, fireplace, carpeting, patios. \$78,500. Phone 1-843-2095. No agents.

For Sale—80 acres of rolling, recreational land, 50 miles from city, near lake. New cedar cottage. Offers over \$50,000. Phone 436-3174.

For sale—7623 Saskatchewan Drive. This 1,743 sq. ft. bungalow has a lot to offer. Eight rooms on main including study or den, two fireplaces. Fully developed down, with rumpus room, games room with wet bar and four bedrooms. Air conditioned, triple garage. Within walking distance of University. Asking \$179,500. To view call Donald Toreson 484-7126 or res. 454-7653. Royal Trust Corporation, 15628 Stony Plain Road.

For sale—Invest your renting dollars to own your own condominium. Professionally decorated. Spacious bedrooms, large kitchen, living room and dining room. Less than \$50,000. Convenient southwest location. Phone Joy Murray, Block Bros. 436-4240, 437-1612.

For rent—Furnished house, 4-6 months. Small but nice. Southside. \$300 per month. 1 March. 466-6946.

For rent—Three bedroom bungalow, west end, unfurnished, excellent condition. Available 15 March. \$550 monthly. \$500 damage deposit. 435-0613.

For rent—Two bedroom house, three-bedrooms in finished basement. Double car garage. Millcreek area, close to University, downtown. Trees, shrubs, fruits. From 1 July to 29 August. Responsible family. 433-7531.

For sale—By owner. Luxury townhouse on southside. 1,700 sq. ft. with attached garage. Three large bedrooms. \$79,900. Large mortgage, 10½%. 435-3020.

For rent—1,600 sq. ft. bungalow, Westmount, four bedrooms, rumpus room, fireplace, double garage, available furnished or unfurnished from 1 May. \$750 monthly. Phone 452-0351 evenings.

For sale—Attractive, three bedroom bungalow. Near University. Fireplace. Developed basement. Beautifully landscaped. Large first mortgage. \$79,900. Open house every Saturday

2-4 p.m. 11420 71 Avenue or  
Phone 433-7207.

For sale—Jasper Park. Cedar chalet  
styled home, many outstanding  
features. Windsor Park—Gracious  
1,800 sq. ft. bungalow situated on  
magnificent large landscaped view  
property. Richford Estates—Opportun-  
ity to live on one acre of land,  
beautiful 2,000 sq. ft. house, one mile  
from city limits on city water.  
\$197,000.—Garneau—revenue property  
R6, revenue property R4. Asking  
\$115,000 and \$99,900 respectively.  
Please call Prim Spidell at 436-3050  
or 436-2450. Potter Realty Co. Ltd.  
For sale—\$38,500, two bedroom con-  
dominium. LRT three blocks. Stove,  
fridge, laundry, carpets. Good  
financing. 476-6143 Edith. Montreal  
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